



**SUSTAINABILITY
REPORT
2023**

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GMP Groups commitment to sustainability

Statement from our CEO

Our sustainability is about caring for future generations while ensuring stability, innovation, and economic progress today. We don't yet have access to all the technologies required to achieve our grand vision; we know how hard it is to change behaviour at scale, and we need to navigate a challenging regulatory environment.

Our Commitment to Sustainability is in line with the global movement that emphasises integrating environmental, social, and governance issues into business strategy and sustainable development goals. We believe that the various strategic initiatives will be the driving force in achieving our goal of becoming a global innovative pharmaceutical manufacturer and CDMO that creates value and is committed to long-term sustainability.

We have a lifetime opportunity to improve human health through automation and innovation in manufacturing. The sustainability of our business has also never been more important. That's why all our environmental, social, and governance priorities are tied to our purpose and why we continue to focus on the ESG priorities that matter to our company and our industry.

We continue to drive significant progress on our sustainability agenda, including:

We are proud to report that we are making significant strides in reducing greenhouse gas emissions in our operations. By the end of 2024, we aim to have reduced our emissions by more than 30%, a remarkable achievement considering our business has grown significantly. Our commitment to diversity and inclusion is unwavering. We are pleased to share that women now represent 40% of our workforce, and we are continuing to increase the representation of minority group members, which reached 45% in 2023.

As our impact on people and communities worldwide grows, sustainability remains central to delivering on our purpose and driving business results.

Giby George

Group CEO

My signature above affirms our company's ongoing commitment and our intent to support and advance the United Nations Global Compact's ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, in addition to the United Nations Sustainable Development Goals.



Our group of companies at a glance



GMP Healthcare provides comprehensive consultancy services and turnkey solutions to the pharmaceutical, ATMP, Biologicals, Biotech & medical device industry. Our team of 50+ professionals covers all GxPs, offering end-to-end solutions throughout the product lifecycle. With expertise in PQS, QP, RP, RPi, Pharmacovigilance, R&D, Technology Transfer, Project Management, Method Validation, CSV, Equipment & Process Validation, new facility qualification and licensing, remediations and more, we bring over 700 years of combined industry experience to our clients.



A leading UK contract manufacturer working with multinational and individual companies to produce a wide range of high-quality Liquids, Creams and Ointments. We specialise in LCO contract manufacturing, filling and packing solutions for Pharmaceutical, Medical device, Biocide, Cosmetic and Healthcare products in the United Kingdom. We have an excellent in-house innovation and R&D capability to remediate product and create new solutions.



GDP Compliance Ltd is a healthcare venture providing high-quality disinfectant products to the global market. Our expanding range of effective care solutions is supported by our advanced, in-house R&D capabilities. Under our brand, Aseptic, we specialise in alcohol-free sanitisers renowned for their efficacy and safety. With a seasoned team and innovative R&D, we are committed to safeguarding health through excellence and ingenuity.



GMP aligns with the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) outline a blueprint for a better and more sustainable future by 2030. GMP Group is dedicated to collaborating with partners and implementing programs that support the UN Sustainable Development Goals. We believe that we make significant contributions in five key areas that closely align with our priorities.

SUSTAINABLE DEVELOPMENT GOALS



We prioritise promoting healthy lifestyles and access to quality healthcare for all. By fostering a culture of wellness, we contribute to a more sustainable future for individuals and society.



Our efforts focus on ensuring access to clean water and sanitation facilities, promoting water efficiency, and advocating for sustainable water management practices. Together, we can achieve a healthier and more sustainable future for all.



We prioritise Industry, Innovation, and Infrastructure to drive progress, foster innovation, and build resilient infrastructure. By investing in it, we aim to enhance efficiency, reduce environmental impact, and create lasting value for society.



We recognise the importance of fostering gender equality in our workplace and beyond. By promoting diversity, inclusion, and equal opportunities, we contribute to a more sustainable and prosperous future for all.



Ensuring 'Decent Work and Economic Growth' aligns with our commitment to sustainable development goals. By fostering inclusive workplaces and driving economic prosperity, we contribute to a more sustainable future for all.



Embracing responsible consumption and production aligns with our commitment to sustainable development goals. We strive to minimise waste, optimise resources, and promote ethical sourcing to ensure a better future for all.

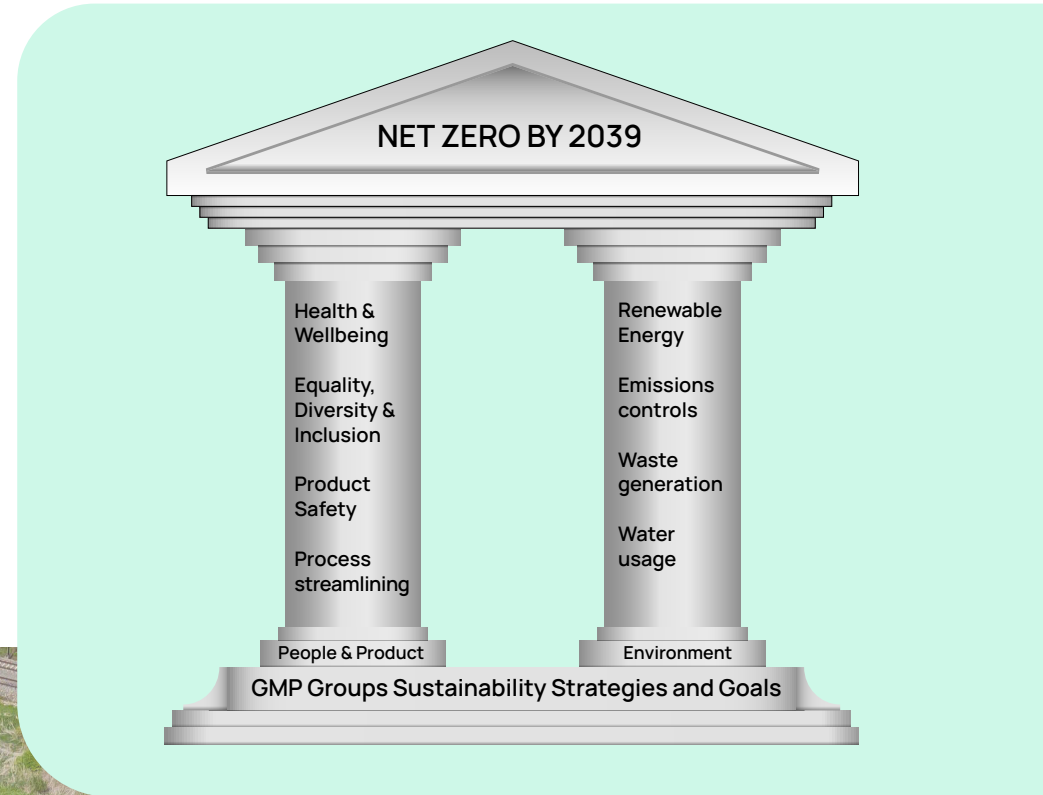


Our sustainability strategies

As a company, we are committed to improving the well-being of people and societies, while reducing our environmental impact.

Year 2023 being our baseline, GMP has developed its sustainability framework in conjunction with its forecasted accelerated growth.

We identified key areas where we can improve the well-being of people, while at the same time reducing our environmental impact, respecting biodiversity, contributing to a circular society, and achieving net zero emissions by 2039.



Sustainability Pillar 1: People & Product

Equality, Diversity & Inclusion (EDI):

By aligning our principals to the UN's SGD 5 making **Equality, Diversity and Inclusion the basis of our Culture, we aim to break down social barriers, steering us** toward a future that's equitable and sustainable for everyone working with us.



Product Excellence & Safety:

Our Aseptic brand of disinfectant products are all Alcohol-Free alternatives, providing excellent sanitising performance by improving skin moisturising for frequent use and is fully compliant with HSE guidance. These formulations are not flammable making them safer to manufacture and store.

The range of products include:

- Foaming hand sanitiser
- Moisturising hand sanitising Gel
- Barrier creams
- Shelf ready packs- snap technology
- Alcohol free surface wipes
- Disinfectant spray
- Dermal formulations
- Sustainable sanitisers



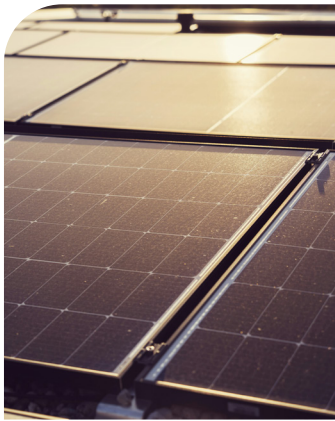
Process Streamlining:

Our manufacturing process is being continuously improved to decrease waste associated with defects, overproduction, transportation, waiting, inventory, motion (movement of people), processing excessively and injury prevention.

The introduction of new technology, automation and AI will enable us to excel in advance process streamlining.

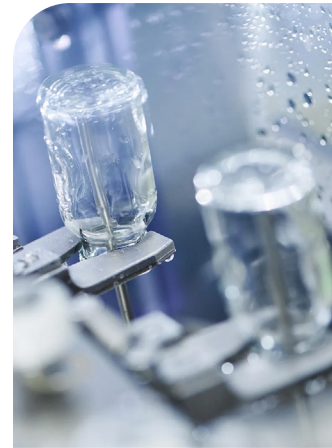


Sustainability Pillar 2: Environment



Renewable energy:

Replacing fossil fuel with renewable sources is the driving force towards technological advancements at present. Solar energy generation at site and sourcing of clean Hydrogen to replace conventional fossil fuels are our short term goals.



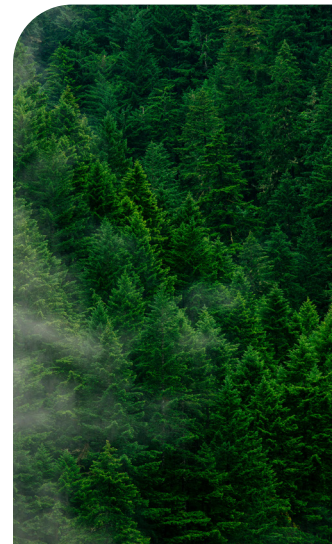
Water utilisation:

Water shortages affect every area we operate in, so we use water responsibly, and also encourage our supply chain partners to do so, for the improvement of society and our local environment. We are continually working to reduce our water usage by improving water efficiency, cleaning process as well as reducing emissions into water sources.



Waste reduction:

To foster a Circular Economy, we are aligned to strict waste management regulations. We track our waste footprint, gathering data on the quantity and treatment of waste in order to iterate our waste management strategy. Our manufacturing site categorises all waste, monitors our waste generation and handling, including treatment methods whether waste is treated onsite or offsite.



Emission Controls:

Green house gasses which contribute to a major reason for rapid Environmental decline is also our focus area to work on and reduce. Business travel, manufacturing operations, office utilities are areas within Scope 1 and 2 which we will clamp down on. To tackle Scope 3 we are redefining our vendor/ supplier qualifications to work with partners who are fulfilling our emission control standards.





Our Journey to Net Zero

GMP has ambitious climate targets for 2029 and 2039. We have a clear strategy and plan to achieve these targets. Our actions encompass the entire value chain, from raw materials and production to distribution, consumer use, and the management of used products.

GMP is committed to achieving net zero emissions of greenhouse gases by 2039 and has Science and Technology Based Targets for Scope 1, 2 and 3, encompassing both our own operations and our suppliers' value chains. Nearly half of our greenhouse gas footprint stems from our business travels and manufacturing process operations. Therefore, our most important action is to reduce emissions from our own operations.

We work to reduce upstream and downstream emissions in our value chain through targeted interventions. One example is encouraging suppliers to set their own climate targets and working with logistics partners to shift to low carbon transport options.

GMP's Climate targets	
Near term Targets	
2029	
Scope 1 & 2	- 35%
Scope 3	- 20%
Long term commitment	
2039	
Scope 1 & 2	NET ZERO
Scope 3	NET ZERO



Our Sustainability Mission

How we plan to achieve Net Zero by 2039

Pillar 1: People & Product

Health, Safety & Wellbeing

- » Instil safety culture with regular retraining of our companies' safety policies, while providing a wellness plan for all
- » Risk assessments completed before, during and after any major events, preventive proactive measures and RCA with CAPA
- » Compliance and monitoring through systematic activities, audits, and other processes

Equality, Diversity & Inclusion

- » Complete staff training on our Equality at workplace and code of conduct policies
- » Full compliance with our anti-bribery, anti-corruption and human rights policies
- » Compliance and monitoring through systematic activities, audits, and other processes

Product Excellence

- » Through innovation, sustainability model and R&D enable our product to excel
- » Creating novel product through advance manufacturing capability and AI
- » Continuous improvement and commitment to reach net zero in our end-to-end supply chain

Process Streamlining

- » Continuous improvement and value stream mapping of manufacturing and supply chain
- » Automation, AI and data driven streamlining and optimisation with sustainability model
- » Advanced manufacturing technology and new CAPEX for modern sustainable systems

Target



Our Sustainability Mission

How we plan to achieve Net Zero by 2039

Pillar 2: Environment

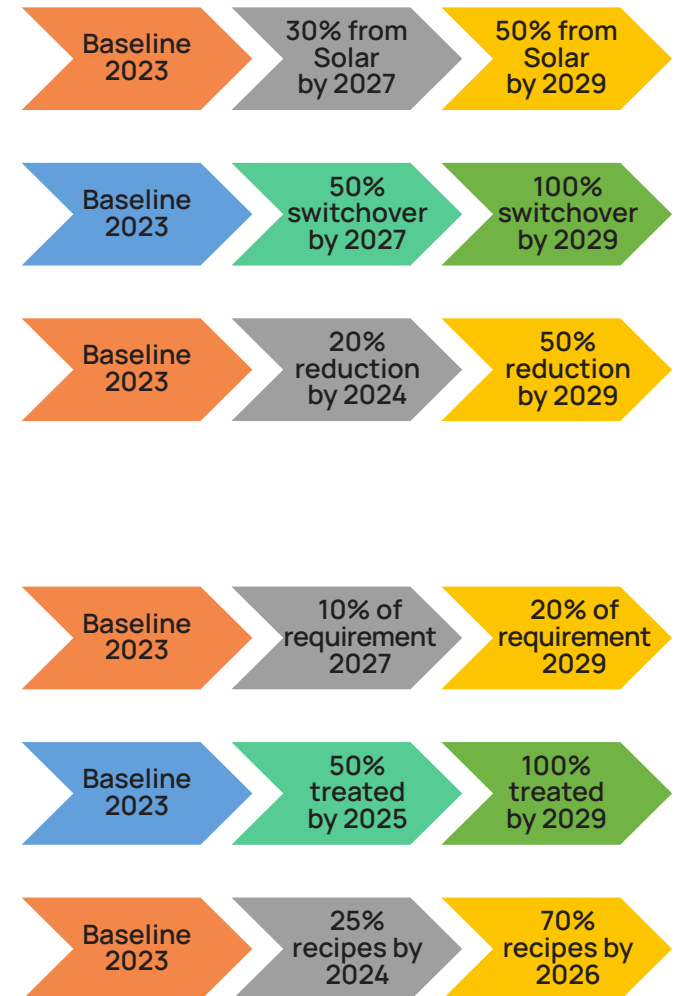
Renewable Energy

- » Generating solar energy on site by installing roof top solar panels to reduce our reliance on fossil fuel.
- » Procure renewable electricity /clean Hydrogen for use at our facility in an attempt to replace 100% fossil fuel with renewable sources
- » The launch of a 100% electric or hybrid vehicle policy by making use of the company car scheme for all employees.

Water Utilisation

- » Water harvesting to reduce the intake quantity by 20% 2029
- » Reduction in untreated water discharge by installing water treatment plant on site
- » Increasing the number of plant-based meals and recipes to 70% by 2026 in our canteen

Target



Our Sustainability Mission

How we plan to achieve Net Zero by 2039

Pillar 2: Environment

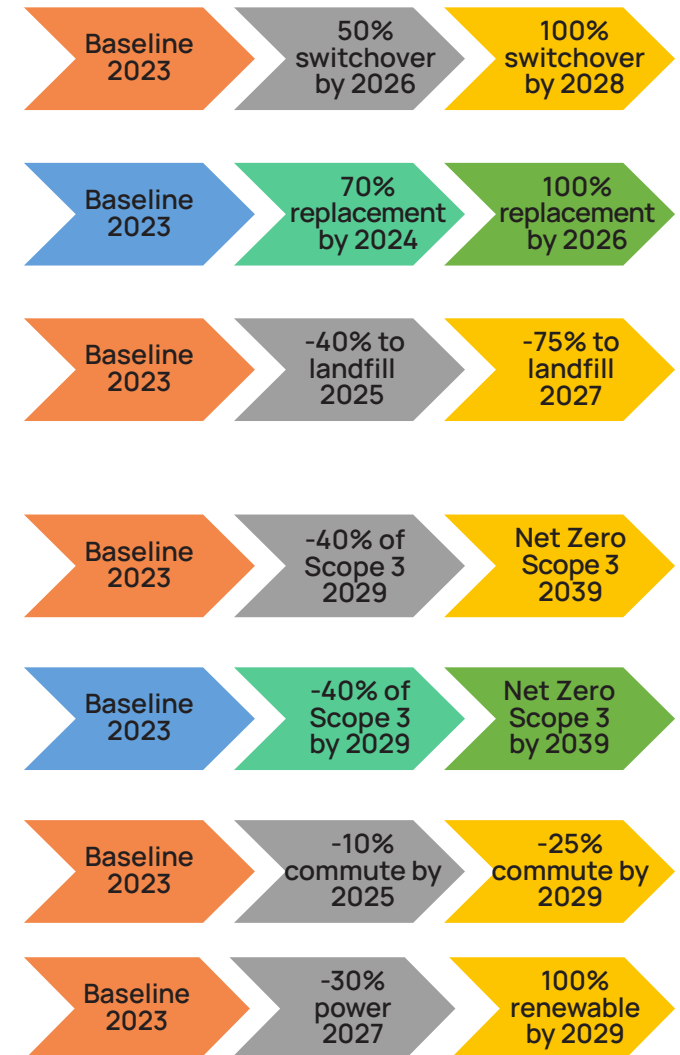
Waste Reduction

- » Switching to reusable, recyclable and compostable secondary and tertiary packaging to reduce the reliability on plastic.
- » Installation of LED lighting and updating equipment to achieve better energy efficiency. Installation of LED lighting in external flood lighting and factory peripherals.
- » Accurate accounting of quantity and types of waste generated on our facility with an attempt to recover more, improve recycling and reduce landfill.

Emission Controls

- » Improving our accountability of Scope 3 through responsible sourcing strategy that facilitates better working with suppliers who are committed to sustainable goals.
- » We are incorporating an advanced AI driven supply chain model to optimise our supply chain management including the end-to-end process mapped with sustainability and carbon foot print mapping for monitoring, control and improving both our upstream and downstream.
- » Formal adoption of hybrid working, which led to a reduction in commuting to and from our offices and client sites.
- » Our manufacturing facility is set to reduce power consumption by installing renewable energy power supplies

Target



Our core values and ethics

VISION

Our vision is to become a global pharmaceutical manufacturing partner, excelling as a market leader in the UK and international markets for bringing innovative, high-quality, and compliant products to patients across the globe. Committed to improving the value of life of our patients, employees, shareholders, and partners

MISSION

To deliver an exceptional experience to our customers and employees, setting a new standard of collaboration for the pharmaceutical industry with innovation, scientific knowledge and regulatory compliance to passionately turn any challenge into a solution by collaborating with our partners to manufacture great medicines on time, on quality and at the best price

We define our brand with our core values



A company is only as good as the people it keeps.

We are committed to Sustainability. We Care. We work as a Team.
We take Ownership. We have the relevant Knowledge, We are very Positive and Innovative.



Closing statement

For GMP Group, being a sustainable business is a core priority, and we are aligning our resources and strategies to engrave this in our DNA. We are fully committed to playing our part in creating a sustainable future for our planet and improving the quality of life of our team and customers.

Whilst we have set out our strategies and projects and are making progress, we recognise there is more to do. This report is our first step towards our ambitious sustainability goals. Throughout the coming year, we will look to deepen the impact of our interventions, accelerate our progress, and continue to engage with and listen to stakeholder concerns and suggestions.

We are open-minded to learning and adapting any proven strategies and technologies to accelerate our sustainability goal.

This report is an open statement we make to show how we are working to address all our sustainability goals and to show our willingness to learn and continuously improve.

If you have any queries regarding the contents of this report, please contact us at: info@gmpcom.com or visit our website www.gmpcom.com

Thank you for your continued interest and support.



